

To Whom It May Concern:

My name is Dee Montano and I am currently an OS II in the magnet and partnership office at one of CCSD's magnet CTA's. I wanted to be here today to impress upon you the importance and urgency of approving SB231. Unfortunately due to a crazy work load, I had to make the decision of dumping my duties, as well as those of a sick co-workers duties on my fellow support staff, so that I could be here to beg for funding for myself and my fellow co-workers, or following through on my responsibilities for my position. As you can see my co-workers needs came first.

I would like to walk you through a day (my day) of a support staff personnel; and I can assure you my example is not unique.

My day begins at 6:30 a.m. and in the course of a day my 'duties' hat will change many, many times. During my work day/week/month/year these are a few of the areas I will oversee:

Daily tours of our magnet programs, covering for our recruiter for off campus recruiting (which requires the use of my personal vehicle), planning/overseeing shadow days, (answer the phone), planning/implementing school recruiting events and the day of these events usually see me getting home after 8:30 p.m....keep in mind my day still starts at 6:30, (helping out students, answer the phone). Working closely with my recruiter to create a marketing plan (which needs to be updated yearly), maintaining all of our social media, (help students/answer the phone, and lunch duty), Facebook, Instagram and X; all of my training on these programs was done independently and after hours.

The maintenance of our school website, document events at the school through photography; which is used for our website and social media, (answer the phone/help students), plan/implement/record hours for student volunteer events, help cover the front desk as needed, order and distribute program uniforms, design/order/distribute spirit T-shirt's, update yearly student info for sizing, help at the student store as needed, (answer the phone/help students), approve magnet applications, speak with parents all day long on the phone in regards to the magnet program....what is it, how does it work, how to apply, what are our programs and for those who are not English proficient, I must find a translator to help....and right around mid-March explain to numerous (frustrated, angry, sad) parents over and over why their student was not awarded a seat. Then we roll into freshmen registration, collecting paperwork from out of district students (that's a real fun time), freshmen orientation, and back to school open house....and the year begins again, and this is just for the magnet department and a small portion of what we do.

All support staff wear multiple hats.....not only do I work with the magnet department, I work with the partnership department and help out counseling as needed. In the course of the school year I will schedule military/college visits, help the partnership director plan school engagement events, create intern programs, (answer phones/help students), maintain school bulletin boards, help with school assemblies, help plan/implement scholarship fundraising events and end of year award ceremonies (again these events have me getting home after 8:30 p.m.)...this is just a small portion of what that part of my office does....and last but certainly not least I advise our cheer team; actually at my school 10 of our clubs are advised by support staff. And let's not forget while doing all of our duties, each support staff member must cover for absent staff members and do those lovely yearly training videos, and I assure you most of those videos are done at home, after hours by everyone.

Two days ago, I purchased two hamburgers and a side for fried zucchini and it cost me \$18.70. Think about that three items from a fast food restaurant cost \$18.70. I could most certainly go elsewhere and make substantially more money than I do working for CCSD, and do a fraction of the work that I do, and believe me that thought crosses my mind more and more every day.

Two things hold me back #1 I truly enjoy working with the students, they keep me young mentally. #2 I like what I do, it is never boring and there is something different every day, all year long. But it hit me really hard after making that purchase two days ago, unless the pay scale at CCSD is not only maintained, but increased my days working for CCSD are numbered. Can I be replaced, of course I can.....but when I leave CCSD loses

14 years of working knowledge; and I am not alone in coming to the conclusion that employment outside of CCSD is not just an option, but quickly becoming a necessity.

Thank you for your time and consideration